

# THE BULLETIN

JUNE 26, 1995 ~ 48TH YEAR ~ NUMBER 21

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### Chair women

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## Staff Association Asks for Direction in Plotting Course

BY ALFRED HOLDEN

**I**N A MOVE TO BOOST ITS PROFILE and give its leaders a better idea of what staff want, the U of T Staff Association will ask 3,400 people for their views of the organization.

Both members and non-members will receive questionnaires later this summer and again early next year, said Louise Oliver, president of UTSA, in an interview. While specific questions have yet to be developed, in general they will ask whether employees feel well represented by UTSA and, if not, what kind of representation they might like.

The questionnaires form part of the association's information campaign to explain what it can and cannot do in its current structure and to lay out the advantages and disadvantages of retaining the status quo

or reorganizing, Oliver said. The two surveys will be distributed before and after the campaign; their results will be compared to gauge whether there has been a shift in opinion.

Survey answers may also help explain why more staff are not UTSA members, said David Zutaatas, the association's vice-president responsible for liaising with non-UTSA groups. (About 44 percent of administrative staff are paying members, up from 37 percent four years ago.) One problem the association has faced for years is that "some people won't join because they think we're a union. And others won't join because, in fact, we aren't."

Professor Michael Finlayson, vice-president (administration and human resources), said such a survey "seems

~ See ASSOCIATION: Page 3 ~

## SUMMER HIGH



Volleyball on the back campus is one way to spend lunch and after-work hours on warm, sunny days. Other options — soccer, baseball, frisbee football, in-line skating or just plain old relaxing under a shady tree in one of U of T's beautiful and quiet quadrangles.

MARK TAIT

## Hongkong Bank Papers Test Pulse in Asia Pacific

BY KARINA DAHLIN

**C**ANADIAN EXPORTS TO EAST Asia, the fastest growing economic region in the world, has declined since the late 1980s. However, there is still reason to be optimistic, says Professor Ed Safarian of the Faculty of Management.

Safarian is one of the editors of the first volume of the Hongkong Bank of Canada Papers on Asia. The five-chapter work was presented to an audience of business people, government officials and academics June

13 at a forum at the Faculty Club.

In an interview Safarian said he met an executive at the forum whose firm is involved in 75 separate negotiations in China and 15 in India, all of which are likely to succeed. Anecdotes of that nature serve as reminders that Canadian multinationals abroad have soared, he said. "We are now the seventh largest home country as a base for multinationals. I think that's an extraordinary record that wasn't true 25 years ago."

Volume one of the Hongkong Bank papers — *Benchmarking the*

*Canadian Presence in East Asia* — establishes in a systematic way how Canadian business is doing in East Asia and how it is perceived to be doing, according to managing editor, Professor Wendy Dobson, who is director of the University's Centre for International Business and recently appointed Canada's representative to the Pacific Trade & Development Committee. Later volumes will focus on specific topics, some of which were proposed by

~ See HONGKONG: Page 4 ~

## U of T Stays Equity Course

**I**F ONTARIO PREMIER MIKE Harris scraps the province's employment equity legislation, as he has said he will, the impact on the University will probably be limited.

According to Paddy Stamp, convener of the U of T equity issues advisory group, the University will stay the course. "The University of Toronto is an employment equity employer, not because the government made it so but because it's committed to employment equity," she said in an interview June 21. "We don't cease to be committed to excellence, which necessarily involves a commitment to equity, just because we don't have to be."

The University's own employment

equity policy was approved by Governing Council in 1986.

The *Toronto Star* reported last week that despite Harris' intentions, several major employers are sticking to their employment equity plans, made in accordance with Bill 79.

The bill took effect Sept. 1, 1994, and asks Ontario employers to implement a detailed employment equity plan. The bill as well as the University's own policy aim to increase the number of employees in four under-represented groups — racial minorities, women, aboriginal peoples and people with disabilities. One of the province's requirements was that employers conduct detailed surveys of their workforces, an exercise that met with some resistance at

U of T. Employers were also told to review hiring and promotion policies and practices and spell out goals for reaching employment equity.

Professor Michael Finlayson, vice-president (administration and human resources), said U of T had employment equity goals before Bill 79 and will continue to pursue those goals if the bill is repealed. Furthermore the University is still subject to the Federal Contractors' Program whose goal is employment equity. Some aspects of Bill 79 are not sensitive to the conditions at U of T, said Finlayson. For example, the requirement that similar targets be adopted for full-time and part-time faculty and staff "doesn't always make sense," he noted.

## Quick! Stash the Styrofoam

BY ALIDA MINICHELLA

**S**ORT THROUGH THAT RECYCLING BIN, START LUGGING A MUG AND bundle up those newspapers. The garbage police is on patrol.

Barbara Schaefer might not find the epithet very flattering but as the recycling coordinator of the waste management office, Schaefer has the dubious honour of sifting through each department's garbage and recycling bin this summer to see who's been naughty and who's been nice. And if your department has been very good at reducing, reusing and recycling you'll get a treat.

"I'll be going around to all the departments in all the buildings, looking in garbage and recycling bins and snooping around to see how people are doing," Schaefer said.

The unannounced visits will consist of a general inspection to make sure that blue bins hold materials they should, while garbage bins don't contain anything they shouldn't, that staff members aren't using styrofoam coffee cups, cardboard is not being thrown in the dumpster and generally that good waste management practices are being followed. Each week a winner and a ... um, non-winner, will be announced. The winners — in the jargon of the field, the best waste minimizer — receive an award of distinction and a catered coffee break. The worst waste minimizers (or are they called maximizers?) get an award of extinction and suggestions on how to improve.

All award recipients will be named in *The Bulletin* in September.

## AWARDS & HONOURS

### Institute for Aerospace Studies

THE UNIVERSITY OF TORONTO INSTITUTE FOR AEROSPACE STUDIES has been ranked second in the world by the *Space Flight Environment International Engineering Newsletter*, the foremost authority on NASA's Long Duration Exposure Facility technical program and one of the most respected engineering newsletters in the world. The second place ranking is based on the institute's development of a formula that directly linked the chemical structure of hydrocarbon-based polymers with their rates of erosion due to exposure to plasma streams such as atomic oxygen.

### Development & University Relations

THE BULLETIN HAS BEEN AWARDED THE BRONZE MEDAL in the best feature writing category by the Canadian Council for the Advancement of Education in its 1995 prix d'excellence program. The medal was awarded for Suzanne Soto's article *Beyond the Pain*. The Bulletin is published by the Department of Public Affairs.

### International Student Centre

ELIZABETH PATERSON, DIRECTOR OF THE INTERNATIONAL STUDENT CENTRE, has been selected to receive a Canadian Bureau for International Education Award of Merit. Paterson is one of four people honoured for their ongoing commitment and accomplishments in the field of international education.



### Faculty of Medicine

PROFESSOR ARNIS FREIBERG OF THE DEPARTMENT OF SURGERY's plastic surgery division is the first recipient of the Arnis Freiberg Teaching Excellence Award; Professor Peter Neligan is the 1995 recipient of the W.K. (Bill) Lindsay Research Supervisor Award. The two new annual awards were established to recognize contributions of plastic surgery staff.

PROFESSOR MICHAEL GOLDBERG OF THE DEPARTMENT OF SURGERY has received the Tovee Award for Undergraduate Teaching and Professor William Tucker also of surgery has been presented with the Tovee Award for Postgraduate Education. The awards were established to honour Dr. E. Bruce Tovee, a highly valued and long-time member of the Department of Surgery.

UNIVERSITY PROFESSOR VICTOR LING OF THE DEPARTMENT OF MEDICAL BIOPHYSICS and the Ontario Cancer Institute at Princess Margaret Hospital received an honorary doctor of science degree from Memorial University at its May convocation ceremonies. Ling was honoured for his contribution and research in identifying a major cause of multi-drug resistance, p-glycoprotein, and characterizing its molecular genetics and function.

PROFESSOR BEVERLEY ORSER OF THE DEPARTMENT OF ANAESTHESIA and Sunnybrook Health Science Centre has been named the first recipient of the International Anesthesia Research Society Frontiers in Anesthesia Research Award. The award was established in 1994 "to foster innovation and creativity by an individual researcher in the field of anaesthesiology." Orser's research project is titled *Anaesthesia, Second Messenger Systems and Ligand-Gated Receptors*.

PROFESSOR MURRAY UROWITZ OF THE DEPARTMENT OF MEDICINE has received the 1995 Dean A.L. Chute Award (The Silver Shoe). This award was instituted by the graduating class of 1954 and reissued by the Medical Society in 1973, when it was renamed in honour of Chute. It is awarded annually to the undergraduate teacher deemed by the year four class to be the best clinical teacher in the second and third years. This is the sixth time that Murray has won the award.

### Faculty of Social Work

THE FACULTY OF SOCIAL WORK has been AWARDED the gold medal in the best program (alumni relations) category by the Canadian Council for the Advancement of Education in its 1995 prix d'excellence awards program. The medal was awarded for the faculty's 80th anniversary reunion weekend. The weekend, attended by over 300 people, was organized by a dedicated team of alumni, faculty and staff. Alumnae Jan Baragwanath served as chair and Martha Cohen as honorary chair.

Compiled by Joan Griffin, 978-8638; e-mail, joang@dur.utoronto.ca

## IN BRIEF



### Reid appointed to research council

PROFESSOR NANCY REID OF THE DEPARTMENT OF STATISTICS HAS been appointed to the Natural Sciences & Engineering Research Council (NSERC). Reid, who is the editor of the *Canadian Journal of Statistics*, has also held positions at Imperial College, London, UBC, Harvard and the University of Texas. Her three-year unpaid appointment will involve setting policy and building partnerships with the private sector. She is joined on the council by 21 other members. NSERC is the largest granting agency supporting university research in Canada. It offers numerous research grant programs, awards, scholarships and fellowships for the training of new scientists and engineers. NSERC also promotes research activities between Canadian universities and industry.

### Social work moves to Bay St.

THE FACULTY OF SOCIAL WORK MOVED TO BAY ST. LAST WEEKEND. But it is not a business takeover — only a temporary home until major renovations are complete in September 1996 at the faculty's permanent address, 246 Bloor St. W. "Our phone numbers and mailing address will remain the same," said Laila Saleh, the faculty's business officer. The temporary quarters for 32 faculty, 20 administrative staff and 350 students is on floors seven to nine of 32 Cliff Place, 700 Bay St. Visitors should go to room 702. Saleh said last week that all the packing involved was making the event "a pretty big deal, I'll tell you that. And then we move back."

### Top civil servant to join Massey

FORMER NDP CABINET SECRETARY DAVID AGNEW IS JOINING MASSEY COLLEGE as a senior resident for the 1995-96 academic year. A long-time associate of former premier Bob Rae, Agnew was removed earlier this month from the top civil service job in Ontario by incoming premier Mike Harris. Massey is delighted to welcome Agnew, particularly because of what he can teach political science students, said John Fraser, master-elect. In addition to research projects for the government, Agnew will advise Fraser on the college's annual Gordon lecture series on public policy and take part in their life. The position at Massey College is unpaid. In fact residents rent their suites, Fraser noted.

## Ahead of the Class



Two professors and one librarian at U of T have been honoured with the province's highest awards of excellence by the Ontario Confederation of University Faculty Associations. Catherine Matthews, head librarian of the Centre of Criminology Library, left, won the academic librarianship award. Professors John Pitré of the Department of Physics and Yu-Ling Cheng of the Department of Chemical Engineering & Applied Chemistry joined six faculty members from across the province in claiming teaching awards. The honours, presented at the Delta Chelsea Inn June 16, are given for significant contributions in the areas of instruction, teaching, course development and scholarly achievement.

## Correction

AN IN BRIEF HEADLINE, NO MERIT INCREASES FOR SENIOR MANAGERS (June 12), should have read NO across-the-board increases for senior managers. Under new policies approved by Business Board, increases for senior managers will be awarded solely on the basis of merit. The 1995-96 merit increases, to come from a pool of money established by the president, have two components — a base salary component of one-half percent and a one-time-only component of one percent of base. The size of the merit pool will be determined annually.

UNIVERSITY OF TORONTO

## THE BULLETIN

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# Fewer Crimes Committed at University in 1994

A LOT OF PEOPLE TALK ABOUT crime but in reality fewer crimes are being committed — at least at U of T, suggests the U of T Police's annual report.

The improvement in the statistics is mainly due to fewer crimes being committed against people, said Sgt. Len Paris of the U of T Police. The decrease seems to be proving the worth of the community-based crime-prevention programs that security and education committees, the personal safety awareness office and other groups been undertaking, he said. "It's partnership and networking that deserve the credit," Paris said.

The annual report was presented to University Affairs Board May 30. Figures show the number of thefts of personal property, such as purses, wallets and knapsacks, has been dropping steadily and is slightly over half of what it was five years ago — 285 cases were reported in 1994, 466

in 1990. Eighty-one bicycles were stolen, compared with 169 in 1991 and 116 in 1992. Paris said fewer thefts are the result of simple actions such as ensuring laptop computers are not left unattended in public areas.

Even the number of people given cautions against trespassing or charged with it — these are generally people displaying threatening or inappropriate behaviour — was down last year: a total of 102 cases, compared with 148 the year before.

Sexual assaults were also down in 1994 — three cases, compared with four in 1993 and down from seven in 1992. But police caution that the number of reported cases may be misleading because some incidents may not be reported. "The reporting of date and acquaintance sexual assault is very low," Paris said. "This tends to be the case at universities."

Statistics relating to theft of University property have been holding steady over the past five years.

Computers and office equipment that are stolen are a constant problem. There were 125 cases reported in 1994.

Paris noted that computers tend to

be stolen more in the summer when there are fewer students on the campus and more often in buildings on the fringe of the campus.

Lee McKergow, manager of police

services, said U of T Police have been shifting from being a security force people call after the fact to policing that emphasizes collaboration and prevention.

## UNWRITTEN WORDS



FRONT PHOTOGRAPHIC

Author Alice Munro has a few quiet words with Arvic Bennett, chair, president and chief executive officer of McClelland & Stewart, before he receives an honorary degree in Convocation Hall June 13. Munro, who bodied Bennett, was joined by ballet dancers Karen Kain and Veronica Tennant and broadcaster Knowlton Nash in the platform party. U of T awarded 15 honorary degrees during spring convocation.

## Merit Pay Approved

NON-UNIONIZED ADMINISTRATIVE staff who meet job expectations are eligible for merit pay ranging from 0.5 to 3.5 percent in 1995-96.

U of T and its staff association recently agreed on merit awards for all administrative staff represented by UTSA. The merit pay has two elements — base salary and one-time-only.

For the base salary component, staff who meet expectations and are not at maximum pay for their job can expect base salary increases of 0.5 to two percent. For the one-time-only component, those who meet expectations — regardless of position in the salary grid — can expect a bonus of 0.5 to 1.5 percent. What staff receive depends on whether their work meets, exceeds or significantly exceeds expectations. Only those who do not meet job expectations will not receive an increase and/or a bonus this year.

McL Martin, vice-president of salary and benefits for UTSA, said

that the dollar amounts will be small for most employees but are better than nothing. "I don't really feel it's all that we deserve but it is the best we're going to get at the moment."

The merit pay is funded from a surplus in the University's pension fund. Last year U of T and its unions and employee associations agreed to dip into the surplus to mitigate the impact of Ontario's social contract, which reduced salaries through unpaid days off. The University set aside \$1.6 million last year for merit pay but ended up distributing only about \$1.1 million. The leftover money was added to this year's merit allocation of \$1.6 million for a total of about \$2.1 million, Martin said.

Professor Michael Finlayson, vice-president (administration and human resources), estimates that without help from the pension surplus, salaries at U of T would have been reduced by five percent under the social contract. The actual reduction will be 0.8 percent excluding merit.

## Equity Survey Completion Rate Shows No Backlash: McIntosh

MORE THAN 63 PERCENT OF the University's 11,000 full- and part-time employees have returned the employment equity work-force surveys sent out at the end of March, preliminary results show.

Only five percent of those returned were not completed. "There has been the perception that there is a lot of negative feeling towards the legislation so the fact that the completion rate was so high indicates that there is not an overall backlash," said Mary Lynne McIntosh, campus employment equity coordinator.

The majority of questionnaires, intended to determine numbers for women, aboriginal peoples, persons with a disability and members of racial minorities, asked four questions based on the four designations.

Library workers had three additional questions dealing with designations: teaching assistants, one extra.

The responses so far hold no surprises for the employment equity coordinating committee, composed of representatives of employee associations and unions as well as the administration. "We already have a fairly good idea of who is at the University," McIntosh said.

This fall the employment equity office will attempt to contact those individuals who have not returned their surveys. Although answering the questions is voluntary, the legislation requires that every employee return the questionnaire. "Once we have a higher completion rate, we will be able to look at the representations and at the external labour

force to see where we are ahead and where we lag," McIntosh said.

Of those who completed the survey, 51 percent are women. Almost 0.7 percent of respondents said they consider themselves to be an aboriginal person while about 21 percent claimed to be a member of a racial minority. Almost five percent of the respondents have a disability.

The Ontario Employment Equity Act, which came into effect in September 1994, requires all employers with 50 or more staff to survey their workforce to find out the numbers for the four designated groups. This is the second census taken at the University; the first was conducted in March 1989. That census produced a completion rate of 78 percent.

## STRUGGLING



Dressing Room, a 1990 oil on canvas by Hillel Kagan of Toronto, will be on display at the Justina M. Barnicke Gallery as part of the Eight exhibition with works by eight veteran and mid-career artists. It runs from June 22 to July 20.

## Association Asks for Direction

— Continued from Page 1 —

a positive and sensible thing." The administration will try to maintain a good relationship with whatever kind of organization employees choose. "I think UTSA has done valuable work for its employees and I think the relationship between the staff association and the administration is pretty good. If the administrative staff decide they want to relate to each other and the University in a different way, that's fine."

The campaign is not a step to forming a union, Oliver said. Many people, she noted, have expressed their opposition to such a move.

Unionization is one option among several, all of which must be reviewed from time to time. "The last union organizing drive [in 1988] was divisive — there was a lot of bad feeling and at the end of it a lot of people weren't speaking to each other," Oliver does not think attitudes have changed much in the years since the drive.

The staff association negotiates salaries and benefits on behalf of most non-unionized administrative staff through the framework agreement. This is not a union contract but an agreement between UTSA and the administration. Though most non-unionized staff are subject to

the agreement's terms, membership in the association is voluntary.

Oliver said it is important for UTSA to take stock of its direction with the expiry of the social contract in March. And with a new provincial government UTSA expects a changed political and social environment.

"A lot of people expect things will go back to the way they were before but with the global economy and all the fiscal problems universities are having, things may never be the same. We want to be responsible and it's important to let people know what we can and cannot do for them."

# Hongkong Bank Papers Test Pulse in Asia Pacific

- Continued from Page 1 -

forum participants.

The Hongkong Bank of Canada is funding the enterprise at U of T with \$1 million for research that increases understanding of Canada's connection with the Asia-Pacific region.

Professor Victor Falkenheim, who becomes chair of the Department of East Asian Studies July 1, contributed a chapter on China. The papers and the forum, he noted, are particularly useful for policy-makers.

Regional economic development in China is one of his research interests.

He also assists the private sector in developing market strategies for business ventures in China and visits the country two to three times a year to meet with local investment and trade officials. His ability to speak Mandarin, which he learned in university 35 years ago "just for fun," is a big help in this respect.

In his chapter, *The China Market: Dancing with a Giant*, he discusses four challenges for Canadian business: intense international competition, the highly protected nature of the Chinese market, the complexity of the country's business systems and competition from established companies.

A chapter by Professor William Rapp of the University of Victoria on Japan's role in the world economy is "nicely argued," Falkenheim said. In another chapter two UBC authors, Professors Keith Head and John Ries, ask if Canada's declining share of the Asia-Pacific market is really cause for concern. They discuss the question in a list of arguments and Falkenheim said he agrees with them that more effort in East Asia is needed.

Safarian noted that for 15 years Canada focused on free trade agreements in North America. "If we had spent all that diplomatic and political

effort with East Asia it would have done wonders. I am not saying we shouldn't have [North American agreements], I am saying it's time to focus more on the one area of the world that is growing rapidly."

One of the presenters, Professor Lorna Wright of the University of Western Ontario, said knowledge of local culture and personal contacts are vital for business ventures in East Asia. It is the same true for academic ventures? Yes, said Safarian. "It all has to do with the nature of the organizations — you have to know how they operate, their values, routines, how they reach

consensus." His research on foreign investment and technology transfer is done in collaboration with scholars "all over the map" in Southeast Asia, lately in India and Indonesia. Unable to speak any of the region's languages, he said he is fortunate that "English goes a long way in that part of the world."

Safarian wrote the concluding chapter *Where to from Here?* One direction, he suggests, might be a study of the business links that Asian immigrants have with their countries of origin. Such links could reduce start-up costs for new Canadian ventures in these countries.

## Where to find THE BULLETIN

### RACKS AND BOXES

Blair & St. George  
southeast corner

Gerard Larkin Building  
15 Devonshire Place, lobby

Claude T. Bissell Building  
140 St. George St., outside

Robarts Library  
north entrance

Wycliffe College  
Hoskin Ave. at Tower Rd.

Whitney Hall  
85 St. George St., in sheltered entrance

Sir Daniel Wilson Residence  
73 St. George St., box by porter's door

Sir Daniel Wilson Residence  
southwest corner

21 King's College Circle  
inside front door

University College  
lobby

Simcoe Hall  
rear inside door

Medical Sciences Building  
main entrance

Medical Sciences Building  
east side by dean's office

Sigmund Samuel Library  
lobby

Hart House  
Arbor Room entrance

Sidney Smith Hall  
inside east and west doors

Sidney Smith Cafeteria  
east door

Innis College  
Sussex Ave., at Innis College Cafe

New College  
21 Classic Ave., Wetmore Hall

New College  
40 Willocks St.

New College  
northeast corner, Huron and Willocks

Botany  
25 Willocks St., corridor on east side

Forestry  
33 Willocks St., east entrance

45 Willocks St.  
front of building

Lash Miller Chemical Laboratories  
Willocks St. and St. George St. entrances

McLennan Physical Laboratories  
main foyer

Knox College  
59 St. George St., southwest corner

45-49 St. George St.  
box between buildings

Galbraith Building  
lobby on St. George St.

International Students Centre  
inside door

Koffler Student Services Centre  
St. George St. and College St. entrances

215 Huron St.  
inside front door

Sandford Fleming Building  
in open area

College St. & King's College Rd.  
northeast corner

FitzGerald Building  
Taddecock Road, east side

Best Institute  
112 College St., on wall

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Please note on Saturday July 1/95

King's College Circle and Hart House will be closed all day for the Great North American Race



## University of Toronto

### Office of Waste Management

### 3R's Awards

two awards will be  
presented each week during  
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to recognize the best and the  
worst waste minimizers

departments will be visited and assessed for  
their compliance with the 3R's

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and for their ability to recognize the difference  
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the best will receive a commemorative plaque  
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the worst will receive a plaque and a list of  
suggestions for improvement

award recipients will appear in a  
September issue of *The Bulletin*

for more information,  
call the Waste Reduction and  
Recycling Hotline at 978-7080



## University of Toronto The Governing Council Honorary Degrees 1996

Members of the University community are  
invited to submit nominations for honorary  
degree recipients in 1996.

Nomination forms are available from the  
Office of the Governing Council. The  
deadline for the receipt of nominations is  
Friday, August 18th, 1995.

Enquiries should be directed to:

### Secretary

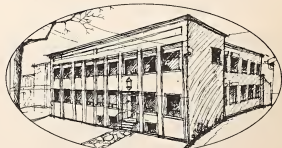
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## LETTERS



### PUT END TO SYSTEM OF INVOLUNTARY DONATIONS

Professor Michael Finlayson, in his discussion of the surplus in the pension plan, refers to the "employer's contributions" to the pension fund (Pension plan surplus put to good use, June 12). This is wrong: the money that goes into the pension fund is no more an employer's contribution than is the salary that the University pays you — unless you wish to refer to your earned salary as the "employer's contribution" to your economic well-being.

The University pays you for your work. Some of this you take directly as salary. Another part you have asked the University to invest for you to fund a pension at the time your employment ends. The University of Toronto Faculty Association (UTFA) has negotiated this for the faculty and librarians. We made a deal: total compensation would remain the same but only part would be taken as salary, the remainder would be taken in the form of additions to our pension fund. In effect we have traded off pension benefits in return for small salary increases. What Professor Finlayson refers to as the "employer's contribution" is money that you have earned but have chosen to have the University invest for you so that you may have a reasonable source of income when you retire.

The investment is made in accordance with certain actuarial assumptions. These assumptions are made to ensure that the interest on the investment will generate enough money to fund the future pensions. The University has in fact invested so wisely that the interest generated by the fund is more money than is needed to fund the pensions that you are expecting to receive. It is this that is the surplus that is being talked about.

Part of that surplus was used to mitigate the effects of the social contract. That, as Professor Finlayson indicates, was an entirely appropriate use for those funds.

It is what is being done with the rest of the surplus that is of concern. The administration is using it to build up an "endowment fund" that is used to pay for favoured administration projects which have nothing to do with salaries. In effect the administration is extracting an involuntary donation from its employees to build up this "endowment fund." It is good for employees to donate to the University when in their own judgement they can so afford.

Involuntary extraction is a bad thing. But it is legal. The University is perfectly within its rights to use the surplus as it wishes.

Professor Finlayson preceded me as president of UTFA. Up until that time the University did not control the surplus of the pension fund. In salary negotiations Professor Finlayson traded the rights to the surplus for certain increased pension

benefits. During negotiations he calculated what the existing surplus was and negotiated benefits that would use up that surplus. In the absence of any surplus, he saw no reason why he should not give up control of it. So he made the trade and convinced UTFA council it was a good deal. It was this deal that gave the administration the legal right to use as it pleased any surplus in the pension fund.

After I became president of UTFA we discovered there was again a surplus in the pension fund. Since the surplus had been used up we did not at first quite understand what had happened. But when we examined the reports of the fund's actuaries as they came to UTFA, we discovered that the administration had changed the actuarial assumptions so that a new surplus could be generated.

I asked for a meeting with the administration and its actuaries. Suzie Scott, executive director of UTFA, and I attended. We also brought with us Professor Finlayson as the person who had negotiated the deal. The actuaries confirmed our hypothesis: they had changed the assumptions. I recall vividly how Professor Finlayson was as chagrined as the rest of us from UTFA that this trick had been pulled on the association during negotiations. He had every right to be outraged at the shoddy treatment he had received.

Professor Finlayson as vice-president of administration and human resources is now in a position to right that wrong. He should ensure that the present system of extracting involuntary donations from faculty and librarians be ended and that the pension fund surplus be used as is wished by those whose money generates it. It could be used, for example, to enhance the pensions of our retired members. It could be used to enable those who have had irregular careers, especially women, to buy pension rights at a non-coexistent cost. It could be used to provide insurance against the possibility that present old age security benefits provided by the Canadian government are significantly reduced.

Additional benefits of this sort should be the outcome of the next round of salary and benefits negotiations between UTFA and the administration. These benefits should be paid for with funds from the surplus and not traded off against salary increases. That is the way to right the wrong that happened at the time Professor Finlayson traded away the rights to the surplus.

It would therefore be nice to think that Professor Finlayson would ensure that during the next round of salary and benefits negotiations the surplus in the fund be returned in the form of improved benefits to those to whom it rightfully belongs, the employees of the University.

FRED WILSON  
DEPARTMENT OF PHILOSOPHY

### ANOTHER PING IN PENSION PING-PONG

We are grateful to Vice-President Finlayson for his reply to our letter in which he alleged that the annual report on benefits is blatantly misleading. His letter provides eloquent confirmation of our charge that the University resorts to "imaginative or even imaginary accounting" in preparing this report.

The vice-president asserts that "there is a real cost to the employer to provide paid vacations and public holidays" and goes on to state that "when an employee is paid for time not worked it is a cost to the employer." This is an outrageous statement implying, as it does, that we are paid for 12 months but work for less than 11. It is worthy of a sweatshop owner. Our salary is paid in return for professional duties and we are entitled to vacations and holidays as part of that year's employment. The income from which those salaries are paid is generated

almost exclusively by our professional endeavours which earn the basic income units paid by government. We are decidedly limited in when we can take our vacations and we defy the vice-president to produce any evidence of professional vacations and holidays being taken in a manner which imperils that income. We further challenge him to show where in the financial statements of the University of Toronto the alleged cost of vacations is shown as a budget line item. No replacements are engaged for professors on vacation and the vice-president is fully aware of this. Therefore there can be no possible justification for showing the "cost" of such imaginary replacement on each person's benefit statement. We note with some amusement that the report for 1995 no longer includes this alleged cost, so perhaps the vice-president deserves our congratulations for having ultimately seen the light.

On the matter of pension costs he

seeks to obfuscate the issue by averaging the University's contributions over 40 to 50 years. It is irrelevant how much the University contributed over that period, which is half as long as most people work here. The simple fact is that the benefit statement is supposed to be a tabulation of benefits accrued and costs expended for the year, which is clearly printed on the cover of the statement, not for the preceding half century. Equally incontestable is the fact that the University has not contributed to the plan for many years and so, when it lists on our benefit report an alleged contribution that is grossly in excess of our own, it is indulging in falsehoods which we have already characterized as blatantly misleading.

JOHN GITTINS  
DEPARTMENT OF GEOLOGY

NANDA CHOUDHRY  
DEPARTMENT OF ECONOMICS

## ON THE OTHER HAND

BY NICHOLAS PASHLEY

### PLAY BETTER GOLF — AND OTHER GAMES

REGULAR READERS OF *THE BULLETIN*

are accustomed to the annual account of my visit to the American Booksellers Association conference. As much as I would love to regale you with tales of what went on behind the tight security of Chicago's McCormick Place — why yes, I did see Nancy Sinatra and other important contemporary authors — I fear there are loftier matters that need to be addressed. (I'm not even going to acknowledge that I stayed in the same hotel as the Toronto Blue Jays nor will I attempt to describe the joyless expression of Cito Gaston as he strode into the hotel bar after his team blew an 8-0 lead in Cleveland earlier that afternoon. And I'm certainly not going to mention my midnight encounter with Dr. Ruth in the hotel's revolving door. There are matters a gentleman does not discuss publicly and nor shall I.)

No, this is a serious newspaper and we must deal unflinchingly with the important issues of the day. Since I last wrote, the people of Ontario have exercised their right to turf out the goddess commies of the NDP and put in some other bunch of people we know nothing about, except Isabel Bassett. Now, there are those who dismiss our new premier as a parvenu former golf pro. I nearly joked that maybe he could cure my slice but I suspect he quite likes anything that veers recklessly to the right.

Mike "Slasher" Harris (not to be confused with Ron "Chopper" Harris, an unusually malevolent centre-back with the Chelsea Football Club in the late 60s, whose near-criminal tackles roused choruses of "You'll Never Walk Again" from the Chelsea supporters) deserves credit for finally isolating the real cause of our economic woes: the poor. The Bible, of course, notes that the poor we will have always with us, but it doesn't say we have to like it.

Unlike you and me, most poor people pay scarcely more taxes than the average large corporation. So Premier Harris has hit on the clever — and surprisingly popular — idea of taking from the poor and giving to the rich. Now, this plan used to be derided by no less an economist than George Bush as "voodoo economics"



until he was offered the vice-presidency of the United States, whereupon he changed his tune.

To my regret, what we didn't hear much of in the recent campaign was the trickle-down theory, made popular in the early 80s by Ronald Reagan. The gist of this theory, as I recall, is that if we give the rich more money, even their well-tailored trouser pockets will eventually give way under the strain and smaller coins — dimes and pennies — will eventually "trickle down" the rich person's leg and roll back into circulation. Poor people hovering nearby — the waiters at Centro, for instance — will reap this bounty and buy things themselves, thus helping the economy.

Another reading of the trickle-down theory is that, given more money, the rich person will decide to open, say, a new factory, providing jobs and boosting the economy. Unfortunately, that factory is now more likely to boost the Mexican economy.

Closer to home, Premier Harris' promise of "harmonizing" provincial sales taxes with the much-loved GST will soon mean, among other things, an eight percent increase in the price of books. Speaking as your campus bookseller, my enthusiasm for this measure is less than boundless. What is it with Tories and books anyway? I knew Steve Cameron was going to cause trouble with *On the Take*.

Then there's that trial balloon, floated in mid-campaign, about abolishing tenure in Ontario's universities. Touched a nerve, have I? To our new leaders, having tenure is roughly on a par — to use a word Mr. Harris understands — with being on welfare. Shape up or you'll be out on one of the premier's chain gangs. Or caddying for the new minister of education.

Speaking as your untendered bookseller, I have no quarrel with tenure. I really don't. I'm not consumed with envy about it. Wear it in good health, those of you who have it. What I'm after — and you'd better hope the Tories don't find out about this one — is sabbatical. A year in the south of France would suit me and Mrs. Pashley, and the sooner the better.



# CHANGE

*Boats, classical mythology and comic operas lie ahead for some of*



MILDRED LEWIS, ALMOST 19 YEARS,  
DEPARTMENT OF POLITICAL SCIENCE:

"I plan to go on some trips, watch movies at home on the VCR that I'm going to get and travel around the city to see the places I've never had time for. I've already booked a trip for November to Branson, Missouri, to see stars like Andy Williams and Bobby Vinton perform in their own theatres. In July I'm planning to visit the Windsor Casino."

## ~ A ~

Prof. Paul L. Aird, Forestry  
Dr. Ruth E. Alison, Medicine,  
Ontario Cancer Institute  
Mrs. Audrey Allatt, Health  
Services  
Dr. Drew J. Allin, Obstetrics &  
Gynaecology  
Mrs. Sevgül Alpaya, Roberts Library  
Mrs. Olga Apic, Roberts Library  
Miss Susan M. Arbuckle, Chemistry  
Mr. Edward A. Armstrong,  
Athletics & Recreation  
Rev. Claude G. Arnold, CSB,  
St. Michael's College  
Prof. Arthur J. Arrowood,  
Psychology

## ~ A ~

Mr. Edward L. Bader, Family &  
Community Medicine  
Prof. Alan M. Baker, Geography  
Mrs. Vera M. Baker, Industrial  
Engineering  
Prof. Renee A. Baligand, French  
Miss Sabar D. Balsara, English  
Mr. George Banz, Architecture &  
Landscape Architecture  
Mrs. Norine J. Barber, Erindale  
Mrs. Lalita Bashir, Roberts Library  
Prof. Charles H. Bedford, Slavic  
Languages & Literatures  
Mrs. Jean Benson, Scarborough  
Mrs. Dalila Berejikian, Applied  
Science & Engineering  
Mr. Roland A. Bergman,  
Metallurgy & Materials Science  
Prof. Elkazar Birnbaum, Middle  
East & Islamic Studies  
Mrs. Kathleen May Blane,  
Erindale  
Prof. Ann Boddington,  
Scarborough  
Mrs. Josephine Boronic, Facilities  
& Services  
Mr. Antonio Botelho, Facilities  
& Services  
Mr. Thomas Boucher, Education  
Mr. Donald Boutros, Education  
Dr. W. John Bratina, Metallurgy  
& Materials Science  
Mr. Sidney W. Brickman, Chemical  
Engineering & Applied  
Chemistry

Mrs. Mouna Bridi-Sassine,  
Scarborough  
Mrs. Helen R. Brown, NCIC  
Epidemiology Unit  
Dr. Alan Brown, Dentistry  
Mr. George A. Bujaya, Facilities &  
Services  
Mrs. Nina Burgess, Dentistry  
Mrs. Fjola Burke, Erindale

## ~ C ~

Mrs. Phyllis Campbell, Residence  
Division

## ANN BODDINGTON, 30 YEARS, CLASSICS, SCARBOROUGH:

"I will do some volunteer work in the library at Scarborough, which includes getting together some projects on classical myths and anything else that might come up. I will probably do a bit of political grassroots work as well as some reading and research. One area of research I'm interested in is the Romanization of western Europe and the cultural effects of the Roman occupation."

Mr. Jose Camposano, Facilities &  
Services  
Prof. John V. Canfield, Erindale  
Dr. John M. Cardarelli,  
Ophthalmology  
Mr. David Carmichael, Physics  
Prof. J. Roderick Carrow, Forestry  
Prof. W. Peter Carstens,  
Anthropology  
Mr. Robert E. Cartagena, Campus  
Police  
Mr. Ting Chow Chung, Roberts  
Library  
Prof. Douglas A. Clarke,  
Mathematics  
Dr. Doreen M. Cleave-Hogg,  
Obstetrics & Gynaecology  
Prof. Cecile Cloutier-Wojciechowska,  
French  
Mr. Armando Coelho, Facilities &  
Services  
Prof. Joyce S. Cohen, Social Work  
Prof. Robert A. Collins, Civil  
Engineering  
Dr. Gerald T. Cook, Surgery  
Mrs. M. Jane Cooper, Roberts  
Library  
Mr. Gerald H. Craig, Facilities &  
Services  
Mrs. Phyllis J. Creighton, History

Dr. Edgar G. Cross, Medicine

## ~ D ~

Mr. Antonio C. Da Silva,  
Facilities & Services  
Prof. J. Alan Dainard, French  
Dr. Jack G. Dale, Dentistry  
Dr. James W. Davidson, Dentistry  
Dr. William Davidson, Paediatrics  
Dr. Ruth M. Davis, Health Service  
Mr. Esteban Deak, Roberts  
Library  
Miss Lalita Devi, Roberts Library  
Mr. Jose S. Dias, Facilities &  
Services  
Mrs. Wanda H. Didyk, Facilities  
& Services  
Mr. William Dowles,  
Chemistry  
Prof. Robert B. Drewitt,  
Anthropology  
Dr. Andrija Ducic, Paediatrics  
Prof. John Bruce Dunlop, Law  
Mrs. Olga L. Dus, Facilities &  
Services

## ~ E ~

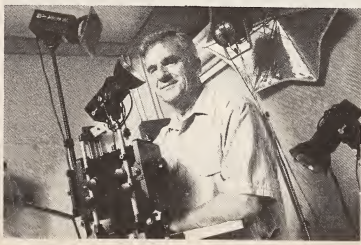
Mr. Terrence G. Eastmond,  
Campus Police  
Prof. John A.M. Emerson,  
Education  
Dr. John A. J. Emmett,  
Anaesthesia  
Dr. John Endrenyi, Electrical &  
Computer Engineering  
Mr. Antonio Espinola, Facilities &  
Services

## ~ F ~

Mr. William H. Fairbairn,  
Scarborough  
Prof. Emmanuel Farber, Pathology

## JOHN GLOVER, 32 YEARS, FACULTY OF ARTS & SCIENCE:

"To be honest with you, I haven't formed too many plans aside from projects around the home. I would like to continue with my hobby, which is also what I do here — photography. I haven't done a lot of photography in my spare time because I've used that energy and that interest throughout the day but perhaps now I'll do some more creative projects. Retirement creeps up on you. I'm sure that going from a structured work time to finding that you have a lot of spare time on your hands is daunting for most people."



Mr. Imre Farkas, Computer  
Science

Dr. David Fayle, Forestry  
Mr. G. Alan Fleming, Education  
Miss Avis Folkes, Dentistry  
Mr. Carmel Formosa, Facilities &  
Services  
Prof. Bert Forrin, Scarborough  
Mr. Ronald J. French, Erindale

## ~ G ~

Dr. Amiya K. Ghoshal, Pathology

ROSEMARY MACKAY, ALMOST 20 YEARS, DEPARTMENT OF ZOOLOGY:  
"I am taking an early retirement by choice and I am continuing the editorship of the journal that I have been editing for the last 10 years — the *Journal of the North American Benthological Society*. I'm in the process of moving the journal office to Ashburn, Ontario, which is near Port Perry, in the country. In the first year I'm probably going to learn more about word processing since I came late to the computer world. I will continue in my scientific profession as an editor so I won't be doing any research, except for some review papers for other journals."

Prof. G. Taylor Gilbert,  
Management  
Dr. John Gillies, Obstetrics &  
Gynaecology  
Prof. John Gittins, Geology  
Mrs. E. Jane Gladstone, Roberts  
Library  
Mr. John N. Glover, Arts &  
Science  
Prof. Alan M. Gordon, Spanish &  
Portuguese  
Miss Jane A. Graham, History  
Dr. David M. Graham,  
Counselling & Learning Skills  
Services  
Mr. Andrew Gregorovich,  
Scarborough  
Mrs. Katherin Grisbrook, Hart  
House  
Miss Maria Guccione,  
Biochemistry

## ~ H ~

Mr. Tony A. Hagymasi, Campus  
Police  
Prof. William H. Halewood,  
English

Prof. Charles M. T. Hanly,  
Philosophy  
Mr. Abunassar J. Haque, Roberts  
Library  
Mrs. Katherine Harris, Faculty of  
Medicine  
Dr. Hans R. Hausler,  
Ophthalmology  
Dr. Murray Herst, Family &  
Community Medicine  
Dr. D. James Heslin, Anatomy &  
Cell Biology

Prof. Peter Hess, Victoria University  
Mr. Mathew M. Hilgendorfer,  
Civil Engineering  
Dr. Gilbert Hill, Clinical  
Biochemistry  
Prof. Jocelyn Hillgarth, Medieval  
Studies  
Ms. Joan K. Hind-Smith, U of T  
Press  
Dr. Olek Hornykiewicz,  
Pharmacology  
Prof. Martin Hubbes, Forestry  
Prof. William M. Hurley,  
Anthropology

## ~ I ~

Mr. Khaja Intiazuddin, Roberts  
Library  
Mrs. Eleanor Irvine, Scarborough  
Prof. Yedy Israel, Pharmacology

## ~ J ~

Prof. Eric Frederick James, French  
Mr. Edgar B. Johnson, Faculty of  
Medicine  
Mrs. Doreen S. Jones, Botany

## ~ K ~

Mr. James Karry, Residence Division  
Dr. Terry Kavanagh, Department  
of Medicine  
Prof. William J. Keith, English  
Mr. Louis Kleaiditis, Residence  
Division  
Dr. Roch S. Khazen, Preventive  
Medicine & Biostatistics  
Miss Diana Klein, University  
College  
Prof.cloth Klein, Music  
Mr. Miroslav Kostelek, Physics

## ~ L ~

Prof. Joan E. Lai-Fook, Zoology  
Mrs. Isabel M. Laurence, Office of  
the Vice-President  
Dr. David H. Lawee, Family &  
Community Medicine  
Prof. E. Stewart Lee, Electrical &  
Computer Engineering  
Rev. M. Owen Lee, CSB, St.  
Michael's College  
Dr. James T. Lemon, Geography  
Dr. Joshua Levy, Psychiatry



# OF SCENE

*the 250 staff and faculty who will retire from U of T on July 1*



ILLUSTRATIONS: DAVID ROUSE

Mrs. G. Mildred Lewis, Political Science  
Dr. Samuel Librach, Obstetrics & Gynaecology  
Mrs. Conchita Lindayen, Pathology  
Mr. Garret Lumchick, Faculty of Medicine  
Prof. Abbyann Lynch, Paediatrics

## ~ M ~

Prof. Rosemary Mackay, Zoology  
Dr. William A. Mahon, Pharmacology  
Miss Branislava Maric, Dentistry  
Dr. Roberta Markus, Nursing

## ~ O ~

Prof. Michael J. O'Brien, Classics  
Mr. James Ord, Banting Institute, Medicine  
Dr. Sylvia Ostry, International Studies

## ~ P ~

Prof. Clarence Pace, Education  
Mrs. Mary Panning, Chemistry  
Mr. Wolfgang Panning, Chemistry  
Prof. R. Brian Parker, Trinity College  
Prof. Derek Al Paul, Physics  
Dr. David Pelton, Anaesthesia

## ~ R ~

Dr. Prema Rao, Pathology  
Prof. Henry A. Regier, Zoology  
Dr. Steven Richmond, Dentistry  
Mrs. Mary Romanko, Roberts Library  
Dr. Ian P. Ross, Department of Medicine  
Mr. Leonard C. Roth, Facilities & Services  
Dr. Irving Rother, Department of Medicine  
Dr. A. Peter Ruderman, Health Administration,  
Miss Peggy E. Runacre, Department of Medicine

## ~ S ~

Prof. Ann Saddlemeyer, Victoria University  
Miss Gloria Sampson, Roberts Library  
Prof. Takashi Sawa, Botany  
Prof. Ralph E. Scane, Law  
Prof. Giuseppe Scavizzi, Scarborough  
Prof. Stanley A. Schiff, Law  
Prof. Wayne Schlepp, East Asian Studies  
Prof. Marie L. D. Schonbaum, Pharmacology

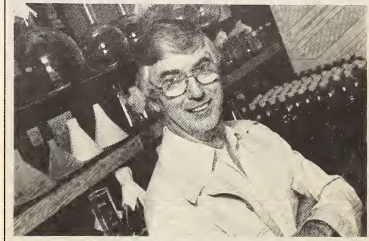
## ALAN BAKER, 30 YEARS, DEPARTMENT OF GEOGRAPHY:

"My wife and I will probably go sailing. I've been interested in sailing for a long time — in fact we live on a 34-foot sailboat here in Toronto. When the cold weather hits, we'll head for some place warmer. I will also do some reading and writing and continue to do some research on the side."

Mrs. Bernice E. Sharp, Education  
Mrs. Lena Yi-Chun Shaw, East Asian Studies  
Prof. James Simmons, Geography  
Prof. John G. Slater, Philosophy  
Prof. Jordan H. Sobel, Scarborough  
Prof. John Stevenson, Philosophy  
Prof. Ernst W. Stieb, Pharmacy  
Mrs. Anna Sutski, Botany  
Mrs. Lidija Struhne-Sekale, Clinical Biochemistry  
Prof. Ronald F. Sweet, Near Eastern Studies

## GARRETT LUMCHICK, 39 YEARS, FACULTY OF MEDICINE:

"I'm going to experience some free time that I've never known before, take an interest in what's going on in the community and perhaps get involved in working with people who have physical handicaps. Aside from that I plan to keep the house under repair... I've enjoyed the people I've worked with and I'm definitely going to miss it. It's a change for anybody's routine and lifestyle, to retire."



PHOTOS: ANDREW SCROBTON

## ~ T ~

Mrs. Katharine M. Thompson, Arts & Science  
Mrs. Anne E. Tirpak, Psychiatry  
Dr. Barry A. Tobe, Clinical Biochemistry  
Mr. John Tolewski, Scarborough

Mrs. Patricia Walker, Pharmacy  
Dr. Charles H. Wall, Education  
Prof. John Warden, Scarborough  
Mr. William G. Warden, Education  
Prof. Ronald Wardhaugh, Linguistics  
Prof. Andrew M. Watson, Economics  
Dr. James L. Weber, Paediatrics  
Dr. Jill Webster, Spanish & Portuguese  
Dr. Christopher Wells, Family & Community Medicine  
Miss Luigard Weyer, Pathology  
Mrs. Joan R. Wheat, Parking Office  
Mr. Douglas Wilson, Scarborough  
Mr. James Wilson, Facilities & Services  
Mrs. Shee Lin Wong, Facilities & Services  
Dr. Donald G. Woodside, Dentistry

Mr. Gim D. Tom, Physical Plant, Erindale  
Mr. James Topp, Department of Medicine  
Prof. Olef Trass, Chemical Engineering & Applied Chemistry

## LOTHAR KLEIN, 27 YEARS, FACULTY OF MUSIC:

"I am going to do what I vowed not to do: write yet another Canadian opera. Those in the know might think that funny. And I'm going to make this one a comic opera. The last opera I did was called *Father and Son*, based on a 19th-century Polish folk tale, produced in Banff. It was a lot of work — it took about two years to write. The good part about writing another one now is that I can give it my full attention and concentrate, rather than writing it between the acts... I've taught a lot of composition students, many of whom have made significant contributions to music in Canada."

Mrs. Maria Tropak, Buildings & Grounds  
Prof. Reiko Tsukimura, East Asian Studies

## ~ V ~

Dr. Joan M. Vale, Department of Medicine  
Mr. Simon C. Van Schooten, Facilities & Services  
Prof. James Vanstone, Mathematics  
Dr. Magdalene R. Vas, Pathology  
Ms. Lillian Verbeck, Pharmacy

## ~ W ~

Dr. Kenneth F. Walker, Obstetrics & Gynaecology

Dr. Rod Wynter, Family & Community Medicine

## ~ Y ~

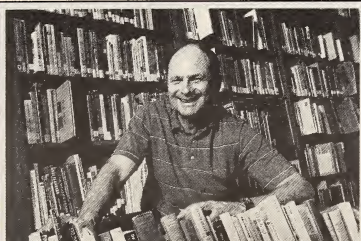
Mrs. Magdalena Yakubik, Ophthalmology  
Dr. Malcolm Yasn, Dentistry  
Mr. David Yates, Information Resources & Systems  
Mrs. Patricia E. Yelle, History  
Dr. Veli J. Ylanko, Family & Community Medicine

## ~ Z ~

Dr. Bekele T. Zeleke, Health Administration  
Dr. Mujeeb Zoberi, Forestry

## ~ N ~

Dr. Jagdish Nautiyal, Forestry  
Dr. Morris M. Nedilski, Department of Medicine  
Mr. Jack Nissenson, Roberts Library  
Mrs. M. Esther Nore, Facilities & Services



## THOMAS BOUCHER, 24 YEARS, UNIVERSITY OF TORONTO SCHOOLS:

"I have no firm plans besides playing tennis and golf and perhaps some travelling. We've always dreamt of getting to Bermuda but we've been told that March Break is too early in the season there so now we can go in April or May. I may even do some part-time work in schools or do some coaching in tennis or hockey."

# BABY BOOTY BONUS

*The women's auxiliary at the Hospital for Sick Children proves that small beginnings can have big results*

By KARINA DAHLIN

EVERY HOSPITAL WORTH ITS SALT has a women's auxiliary but few are as fortunate as the Hospital for Sick Children whose auxiliary has pledged \$2 million to pay for an endowed chair in neonatology.

The purpose of the organization is to provide a service, not raise funds, said auxiliary president Dale Hodge in an interview. However, it runs the hospital's gift shop in a very professional manner and produces a decent and steadily growing surplus every year. As a result the group was able to contribute \$1 million to the hospital's capital campaign in 1991 and \$150,000 this year for a new centre for health information and promotion.

Over the next 10 years the organization is confident that its 5 Fifty 5 Shop and other activities will generate \$1.5 million (the hospital has promised to add \$500,000) for an endowed chair in neonatology—in fact, \$450,000 was already in the bank before the initiative was announced in January.

A visit to Hodge's office in the basement of the hospital dispels any notion of women's auxiliaries as cliques of "blue-rinsers." In fact the first person I saw when I visited was a man—he was not a member, however. The 45-year-old auxiliary is still composed of women only, men are more inclined to offer their help in the hospital's department of volunteers.

It's a busy place and Hodge's style helps to explain why. She is cheerful but wastes no time in getting to the point; her answers provide enough context to move the conversation ahead at a reasonable speed. Had she chosen a career in business rather than a career as a mother and homemaker, she would probably be a top executive by now.

About 100 volunteers work for the shop as managers,



Women's auxiliary member Marg Arnold, left, holds newborn Taylor Isaac in the hospital's neonatal unit while Morrie McNairl and president Dale Hodge look on.

purchasers, clerks, sewers and knitters. Income is spent on activities that make hospital visits easier for patients and their families—for example, a play park for siblings, toys and other equipment for waiting rooms, a health club pass for parents visiting the hospital for a long time, bereavement packages and Christmas trees. What is left over, goes into the trust fund for the endowed chair, explains Hodge, a 12-year member of the auxiliary.

Hodge and the other 250 members of her organization are "an unbelievable group of people," says Professor Robert Haslam, paediatrician-in-chief and chair of the Department of Paediatrics. The Hospital for Sick Children, he believes, is the first in Canada, if not in North America, whose women's

auxiliary has funded an endowed chair.

A search committee is currently looking for candidates. Haslam hopes to find an exceptional researcher who also is a bona fide neonatologist—a physician who cares for premature babies.

Thirty years ago, when Haslam began his career, premature babies rarely lived if they were born weighing less than two pounds. Today it is not unusual for these tiny ones to survive but they are susceptible to various respiratory diseases, neurological problems and developmental disorders. If they are to enjoy a better life, researchers will have to find some solutions. Preventing premature births in the first place would be an enormous contribution to society, Haslam says.

The University benefits from the work of the auxiliary as much as the hospital does. Haslam's department is already a leader in Canada, he says, but with the new chair in neonatology, and 11 others planned for the future, it will be easier

to "focus, fund raise and attract young researchers."

The chairs will also forge closer links between hospital and University and that is quite deliberate. The 1991 mission statement of the Hospital for Sick Children says, "We seek, in partnership with the University of Toronto and other institutions, to expand the horizons of patient care, education and research, placing emphasis on the treatment of children with severe illness and injury."

Creating endowed chairs in priority areas is a logical step for a hospital to take and a natural way to expand horizons. If not symbolic, it's certainly charming that the first chair at the Hospital for Sick Children is funded with proceeds from the sale of toys and baby booties.

## BOOKS



The following are books by U of T staff. Where there is multiple authorship or editorial, staff are indicated with an asterisk.

**June**  
*Toronto's Girl Problem: The Perils and Pleasures of the City, 1880-1930*, by Carolyn Strange (University of Toronto Press; 344 pages; \$50 cloth, \$22.95 paper). Increased industrialization and urbanization at the turn of the century brought an influx of young, single women to the city. This book investigates the rise of the Toronto "working girl" who seemed a problem to reformers, evangelists, social investigators, police, the courts and journalists—men, mostly, who saw women's debasement as certain. Meanwhile the real problems these women faced were ignored: poverty, unemployment, poor housing and nutrition and low wages.

*Medieval Manuscripts for Mass and Office: A Guide to Their Organization and Terminology*, by Andrew Hughes (University of Toronto Press; 510 pages; \$29.95 paper). Many books discuss the theology and doctrine of the medieval liturgy but none, at least in English,

has struggled with the difficulties of finding texts, chants or other material in the liturgical manuscripts themselves. Encompassing the period ca. 1200-1500 this book provides solutions for such endeavours.

**May**  
*Canada Dry: Temperance Crusades Before Confederation*, by Jan Nord (University of Toronto Press; 311 pages; \$50 cloth, \$19.95 paper). Throughout the 19th century the people of British North America sought ways to cope with the growing problems of alcoholism. This book surveys the early temperance movement in the Atlantic colonies, in the Canada and in the Red River district by exploring its origins, its evolution and its effects on drinking customs.

*Marriage or Celibacy? The Daily Telegraph on a Victorian Dilemma*, by John M. Robson (University of Toronto Press; 366 pages; \$60 cloth, \$29.95 paper). In July 1868 the *Daily Telegraph* congratulated itself on providing the arena for a controversy marked by "good sense, liveliness, practical wisdom, and hearty humanity." The controversy was over the choice—Marriage or Celibacy?

—faced by middle-class youth trying to reconcile economic facts with moral values, social customs—and love. This book places in contemporary context the central issues facing Victorian youth and contributes to our knowledge of Victorian manners and mores.

*Constitutional Law in Theory and Practice*, by David M. Beatty (University of Toronto Press; 240 pages; \$50 cloth, \$18.95 paper). An introduction to the basic rules in constitutional law, this book proposes a radically new way to think about the idea of "rights," one that emphasizes the social duties inherent in every conception of rights.

**Catching up**  
*Music at Toronto: A Personal Account*, by John Beckwith (Faculty of Music; 60 pages; \$15). The two informal talks contained in this book were given in 1993, marking the 75th anniversary of the Faculty of Music. The aim of the talks was to combine an account of the faculty's past with personal

memories of one who as student and staff member was closely involved over more than half of the 75-year period.

*Youth Crime and the Youth Justice System in Canada: A Research Perspective*, by Anthony N. Doob, Voula Marinou and Kimberly N. Varma (Centre of Criminology; 168 pages; \$16). Almost all young people do things that could be considered offences. However, few are apprehended and even fewer are brought to court. This study analyzes what is known about youth crime and the operation of the youth justice system in Canada.

*Essays on Postmodernism and Social Work*, edited by Adrienne Chambon and Allan Irving (Canadian Scholars' Press; 75 pages; \$14.95). This collection of five essays provides a commentary on the role and function of social work in the current context of postmodernism. It examines the idea of the therapeutic, the transition from modernism to postmodernism, feminism, borrowed knowledge and the changing language of our discourse, all with reference to the field of social work in the late 20th century.

*Whether Secular Government Has the Right to Wield the Sword in Matters of Faith: A controversy in Nürnberg, 1530*, translated by James M. Estes (Centre for Reformation & Renaissance Studies, Renaissance & Reformation Texts in Translation Series; 118 pages; \$15). By the beginning of the 1530s the governments of many German territories that had abolished Catholicism and established the Reformation had begun to impose strict uniformity of doctrine and worship on their subjects. In some communities individuals who felt threatened by the impending orthodoxy raised their voices in protest. The texts in this volume record one such protest and the responses that it evoked. An introduction and notes are also provided.

*The HTML Sourcebook*, by Ian Graham (John Wiley & Sons; 416 pages; \$41.95). This sourcebook is a complete guide to HTML, the language used for creating documents for distribution on the World Wide Web. It provides a detailed exposition of the language along with practical examples and discusses advanced features such as the HTTP protocol and the CGI programming interface.



# CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$50 for each additional word (maximum 70). Your phone number counts as one word, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to University of Toronto must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1. Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope. For more information please call: 978-2106.

## ACCOMMODATION RENTALS AVAILABLE —METRO & AREA—

**Sabbatical rental.** Professor has a 4-bed-room furnished house for rent on a tree-lined street off downtown, 10-minute subway to U of T. \$2,000/month includes utilities. January to July 1996. Marc Lewis, 923-6641, x2443.

**1995/96 academic year.** Prof's residence: 3-storey home, loaded with character, King/Dufferin area. Large rooms, 4 bedrooms, library/den, sun-room, beautiful formal dining-room, all appliances, parking, furnished/unfurnished. Available immediately. Evenings, 761-0064.

**Bathurst/Dupont** first floor/basement, furnished house. January 1 — April 30, 1996. Close to University, metro, shopping, restaurants, 2 bedrooms, 2 bathrooms, carpeted, fireplace, dishwasher, washer/dryer. \$1,000 per month. Call (416) 534-2550, fax (416) 534-7218.

**July/August — September 6,** College/Pushlove. Large 2-bedroom apartment in rush house. On quiet, tree-lined street, piano, fireplace, fully furnished, all appliances, enormous backyard. \$950 per month. (416) 534-1956.

**Admiral Road** — close to University and hospital. Spacious lower-level, private entrance, fireplace, one bedrooms. Furnished (flexible). \$795/month, utilities included. Available from July 1, 1995. (905) 822-4015 (daytime, weekdays).

**Beautifully furnished house,** Casa Loma area, 5 bedrooms, 3 baths. All appliances. Patio, double garage, quiet cul-de-sac. Available July 1 — September 1, TTC shopping, parks nearby. \$2,000/month, utilities included. References. Non-smokers. 534-6123.

**Sabbatical rental, Scarborough Bluffs.** Roomy family home. 4 bedrooms, study, recreation room, 2½ baths. Furnished and equipped. Large fenced yard with children's play equipment. Quiet, pleasant neighbourhood with good schools. Rent (\$950/month plus utilities) well below market rate in exchange for attentive care of cat, plants and garden. Non-smokers. References. Available September 1995 — midsummer 1996. (416) 978-5106 phone/text.

**2-bedroom view apartment.** Mostly furnished. Very near Roberts Library. \$300/month. Quiet, studioside single or couple. August 12, 1995 — May 30, 1996. 922-9834, 9-10:30 a.m., 10-midnight.

**Annex detached house,** 3½ bedrooms, unfurnished. Near Kendal/Spadina subway & campus. Available from July 1, \$800/month + utilities. 922-9834, 9-10:30 a.m., 10-midnight.

**Comfortable, roomy, dry, furnished,** one-bedroom basement apartment with bright kitchen. Sublet September-May. Steps to subway, near bus line, on-street parking, pleasant walk to U of T. Non-smoker. \$550/month plus phone. Call 534-2946.

**Lovely, furnished, 2-bedroom, 2-bathroom** house, all utilities including dishwasher. Close to bus and subway. Available September 1 — end of April. (416) 738-3167. Call mornings or after 4 p.m.

**Summer rental.** Prof's furnished one-bedroom apartment, Ossington/Bloor. Desk, cable, stereo, good shopping. June 30 — September 1, negotiable. \$600/month. (416) 533-4593, (705) 835-5878 weekdays.

**Furnished house to sublet** for academic year 1995-96 or full year. Dufferin and St. Clair. Quiet residential. 2 bedrooms + den/sunroom. \$1,400 inclusive. 657-0013.

**Pape/Danforth.** Furnished three-bedroom home suitable for visiting faculty with family. Two dens. Newly painted. All major appliances. On TTC route. Available August 15. \$1,300/month + utilities. Call (416) 423-2074. whelma@credit.erin.utoronto.ca

**Bloor/Spadina (Brunswick)** One-bedroom, furnished, separate entrance, quiet, second floor, laundry. Suit one, professor or graduate. Hardwood floors, high ceilings. Non-smoker. Approximately 450 sq. ft. Available August 1. \$650 inclusive. 923-9696, leave message.

**Finch and Pharmacy area.** A four-bedroom beautifully furnished townhouse with wood floors, garage, finished basement with pool. Available at 62 Huntingdale Blvd. in Scarborough. \$1,200 per month. Available August 25, 1995. Call (416) 497-3071.

**Wonderful detached home** near U of T. \$2,500 plus utilities. Six bedrooms, large living/dining-room, four baths, den, yard, parking & more. Also for sale \$380,000. Would suit professors/professionals/family. Unfurnished or negotiable furnished. Call Vivian Bakir, 966-0300. Sutton Group Associates Realty Inc.

**Waterfront, large yard** at Lake Simcoe. 45 minutes to downtown. Furnished, 4 bedrooms, 2½ baths, double garage, wood stove, guest house. 1 year. \$1,500 plus 1 (905) 476-6664.

**Furnished duplex,** Chapin Crescent and Oriole Parkway. Spacious, 3 bedrooms, 1½ bathrooms, laundry facilities, parking. Close to city centre, school & shopping. Available immediately. References on request. Call (416) 487-0990. Fax (416) 298-2221.

## RENTALS REQUIRED

**Journalist (Southern Fellow)** on sabbatical at U of T seeks unfurnished 2-bedroom house or apartment within walking distance of campus. Starting August or September through April. Hardwood floors and all appliances. Reliable tenant who will care for your property. Contact J. O'Neill, Ottawa (613) 562-2078.

**Professional responsible family** seeks furnished home in Bloor West Village or High Park area. September 1, 1995 to April 30, 1996. Non-smokers, no pets. References available. Please call (St. Catharines) (905) 688-0065.

**Urgent. Mother & adult son** looking for studio or small apartment in Paris, France, 2-3 weeks from July 17. Phone (416) 463-5308 before July 4.

**Small home in central area,** 1+ bedrooms (or den/library), large principal rooms, storage, parking, for single, middle-aged, non-smoking professional and pet. Unfurnished or furnished (depending on rent); amount of time is flexible. (416) 920-1958.

## ACCOMMODATION SHARED

**Two-bedroom, two-bathroom,** elegantly furnished condominium with garden for male professor or visiting scholar (non-smoking) to share with university professor. St. George and Bloor. August 1995 to May 1996. \$550 monthly inclusive. 921-1672.

**2-bedroom apartment to share.** Laundry, subway, pool, sauna, maid, A/C, beautiful view. \$275/month. (416) 516-9929 evenings.

**Extra large or extra small apartment.** Renovated basement of Oriole Parkway mansion. 10 minutes bus from University. To share with 47-year-old male graduate. Non-smoker. \$450 or \$500. (416) 488-0228.

**Annex west.** Great 2 BR apartment in house with young professor. Hardwood floors, high ceilings, great deck, fireplace, washer/dryer, 2 floors. \$700 inclusive. Non-smoking female preferred. Available July. (609) 258-9616 or (416) 588-2857.

## BED & BREAKFAST

**Award-winning home.** Immaculate, smoke- and pet-free. Quiet nooks and crannies for reading and relaxing. Healthy breakfasts. We cater to diets. Walk to U of T. ROM. Parking \$80 daily for two, \$65 for one. (416) 967-6474.

**Niagara-on-the-Lake.** Historic home in old town. Short walk to theatres, shops, golf, lake. Beautiful secluded spacious garden. Warm hospitality, distinctive breakfasts. Double, twin, private bath. \$95 includes taxes. Non-smoking. 1 (905) 468-2655.

## HOUSES & PROPERTIES FOR SALE

**RENTING OR BUYING?** Be efficient, be informed. Let us search the Toronto Real Estate Computer for you. Quickly determine what is available for your price range, neighbourhood and physical requirements. Financial assistance available. Patrick Ho Real Estate Broker, Grace Bule Sales Representative, (416) 595-0026 for details.

**Artist's home.** Large Victorian circa 1887. 4 bedrooms, 2 4-piece baths, stained glass, hardwood floors. Income — bachelor apartment. Deck and garden. 2-car parking. Cathy Mason, Sales Representative, Martel Realty. (416) 465-7527.

**Detached Victorian circa 1880** Original — high ceilings, moldings, deep baseboards. Three-story brick home on quiet street — 5 bedrooms, 3 baths, pretty garden with fruit trees, oversized garage, lane. Walk to U of T, community centre, library, subway. Great opportunity! \$389,000. Call Margaret Jamieson at Wakefield Realty Corporation at 488-5590.

## MISCELLANY

**PERSONAL COUNSELLING** in a caring, confidential environment. U of T staff extended health care benefits provide excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

**ACCENT NEED ADJUSTMENT?** Communications enhancement courses in speaking and writing for English as Second Language Speakers with good language skills. Groups of 6 or 2,500 satisfied graduates. Nov in 10th year. Gandy Associates. 533-1933.

**INDIVIDUAL & COUPLE THERAPY.** Extended health benefits provide full coverage for U of T

staff. Dr. Gale Bilelet, Registered Psychologist, 114 Mallard Street (near Wellesley and Jarvis), 972-6789.

**Violet Head, Registered Psychologist.** Individual, family and group psychotherapy. Work with other cultures, women's issues, addictions, depression, etc. U of T staff health benefits cover cost. 200 St. Clair Ave. W., Suite 404, Toronto M4V 1R1. 922-7260.

**PSYCHOLOGICAL ASSESSMENT AND PSYCHOTHERAPY** for children, adolescents and young adults. Learning, behavioural and emotional issues affecting achievement and personal development. Dr. Daniel Fitzgerald, Registered Psychologist, 62 Charles Street East, Toronto (near St. George campus). (416) 944-0144.

**MASSAGE THERAPY** naturally effects a relaxation response. Enjoy a quiet retreat from the stress of daily life. The experience will rest and refresh your body and mind. Bloor/St. George location. By appointment. Kathy Dillon, R.M.T. 787-1070.

**Individual psychotherapy for adults.** Evening hours available. Extended benefits coverage for U of T staff. Dr. Paula Gardner, Registered Psychologist, 114-644 Street (Wellesley and Jarvis), 469-6317.

**Phyllis' Place of Esthetics.** Your beauty salon at 186 St. George at Bloor. Offering very good rates. In the business for twenty-five years. Facials: \$35. Pedicures: \$25. Waxing and many more treatments available. Please call 926-9448.

**Electrolysis:** men and women, treatment of acne and brown spots. Low prices. Take advantage of our introductory offer. Disposable wires & gloves. Free consultation. 103 Bay Street, Bay Street Clinic of Electrolysis. Tel. 921-1537.

**Individual cognitive behavioural psychotherapy.** Practice focussing on eating disorders, depression, anxiety and women's issues. U of T staff extended health care benefits provide full coverage. Janet Cowles, Registered Psychologist, 183 St. Clair Avenue West (St. Clair and Avenue Road), 654-1718.

**EDITORIAL SERVICES.** Retired professor, now freelance editor, seeks interesting projects. Let me help you prepare your book manuscript or journal article for publication. Will do stylistic and substantive editing, proofreading, indexing. Reasonable rates. Call 363-2164.

**Huron/Sussex/Robarts Library.** Parking available close to campus. \$60/month from September 1. 971-6094.

## EVENTS

### LECTURES

**Great Lakes, Great Dreams, Great Deeds: Practical Dreams for a Greener Future.**

**THURSDAY, JUNE 29**  
David Cronin, Waterfront Regeneration Trust Agency, response by Thomas Berry, cultural historian; third annual Elliott Allen Institute lecture. Brigantine Room, York York Centre, Harbourfront. 1:15 p.m. Tickets \$12, students, seniors and unemployed \$5. Information and registration, 973-4000. USMC

### MEETINGS & CONFERENCES

**Business Board.**  
**MONDAY, June 26**  
Council Chamber, Simcoe Hall. 5 p.m.

### Governing Council.

**WEDNESDAY, JUNE 28**  
Council Chamber, Simcoe Hall. 4:30 p.m.

### PLAYS & READINGS

**Cathie Pelletier, George Elliot Clark, Eliza Clark, Kevin Connolly.**

**SUNDAY, JULY 9**  
Cathie Pelletier reading from *A Marriage Made at Woodstock*; George Elliot Clark, from *Lush Dreams*; Bhe Exile, Eliza Clark, from *Pride & Joy*; Kevin Connolly, from *Alphabet Cigar*; Wynn's Workshop 95. The Rivoli, 334 Queen St. W. 7:30 p.m. Information: 978-7989. U of T Bookstore

**Anne Montagnes, Ceia Barker Lottridge, Alistair MacLeod.**  
**WEDNESDAY, JULY 12**  
Anne Montagnes reading from *Jade Slab*; *Laurenza*; Ceia Barker Lottridge, from

### EXHIBITIONS

**UNIVERSITY OF ST. MICHAEL'S COLLEGE**  
St. Michael's College  
Collection of Prints of the University of Toronto.

**TO JUNE 30**  
Selections from Nicholas Hornyansky, Gabor Mezei, Owen Staples and others. John M. Kelly Library. Hours: Monday to Thursday, 10 a.m. to 6 p.m.

**JUSTINA M. BARNICKE GALLERY**  
**HART HOUSE**  
Eight.

### TO JULY 20

Re Johnson, Hilke Kagan, Erik Liljeppold, John MacGregor, Peter Minns, William Ronald, Lorne Wagnan, Bert Weir, artist created exhibition of painting, sculpture and ceramics. Both Galleries. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

### MISCELLANY

**Campus Walking Tours.**  
**TO AUGUST 31**  
Hour-long tours of the downtown campus conducted by student guides. Tours available in English and Hindi. Map Room, Hart House. 10:30 a.m., 1 and 2:30 p.m., Monday to Friday. Information: 978-5000.

### Camp U of T.

**JULY 4 TO AUGUST 11**  
Summer sports camps and Mini-University for active children and youth aged four to

16. Brochure and information: Darcy Brioux, 978-3031.

### Cycle for Kids.

**SATURDAY, JULY 8 AND SUNDAY, JULY 9**  
Fifth annual Cycle for Kids, a two-day 150 km bike tour. Corporate team challenge — five-member team, minimum pledge level \$1,300. Information: Karen Wilkinson, Cycle for Kids, 1-800-400-kids, cellular "cycle. Christian Children's Fund of Canada

### DEADLINES

Please mail that information for Events listing that be received in writing at *The Bulletin* offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of July 24, for events taking place July 24 to Aug. 21: **MONDAY, JULY 16**  
Issue of August 21, for events taking place Aug. 21 to Sept. 5: **TUESDAY, AUGUST 8**

# RESEARCH NOTICES

For further information and application forms for the following agencies, please contact University of Toronto Research Services (UTRS) at 978-2163.

## MEDICINE & LIFE SCIENCES

**ALZHEIMER'S ASSOCIATION (US)**  
*Zenith awards are granted to talented scientists who have already contributed substantially to the advancement of Alzheimer's research and who are likely to continue to make significant contributions for many years to come.*  
Awardees will receive a grant of \$100,000 US per year for two years, with a provision for possible renewal upon review. For eligibility requirements, instructions and special application form, investigators are requested to contact the agency directly at (312) 335-5779. Deadline is August 11.

## HEALTH CANADA

*Significant changes have been made to the NHRDP project programs for 1996.* In the interim the October 1995 competition will serve as a transition call for proposals that focus on policy-relevant research in selected areas. This competition will be conducted within a limited budget and will discourage the submission of large budget proposals. In addition, conferences, workshops and off-cycle projects will be considered only on an exception basis. The October solicitation will focus only on research issues related to the following core businesses of Health Canada: health care system support and renewal; population health strategies for groups at risk; and management of risks to the health of Canadians — products and disease control. Specific priorities for the management of risk and for the delivery of services to First Nations, Inuit and Yukon have not been developed; however, as these key areas of departmental business, proposals that also address them will be considered. Application is by letter of intent and successful applicants will be advised in August. Only invited full applications are to be submitted for the October intake. Deadline for letter of intent is July 20.

## NATIONAL MULTIPLE SCLEROSIS SOCIETY (US)

*The society supports fundamental as well as applied studies, non-clinical or clinical in nature, including projects in patient management, care and rehabilitation. Funding is available for research grants, post-doctoral fellowships and senior and junior faculty awards. Some citizenship restrictions apply to certain personnel support programs. Before submitting a proposal for research support, investigators must consult the society directly by letter or telephone to determine whether the research plan is appropriate and relevant to the aims of the society. Application forms must be requested from the society following approval of the research proposal. An indirect cost component is permitted for foreign institutions under certain circumstances and U of T investigators are advised to contact UTRS to discuss this budget allocation prior to completing a full research grant application. Deadline for research grant application is August 1.*

## PEDIATRIC AIDS FOUNDATION

*The Elizabeth Glaser scientist awards are given annually to five outstanding research scientists who research will help resolve critical issues in pediatric HIV/AIDS. International candidates from diverse disciplines, whose research is within the foundation's program goals, are encouraged to apply. Eligible applicants must have an MD, PhD or equivalent and be at the associate professor level or above. The award is not intended for highly established investigators. Initial application is by letter of intent. Deadline is August 15.*

## PROCTER & GAMBLE COMPANY

*The International Program for Animal Alternatives provides funding for research in biological sciences directed to the development of replacements or improvements to current animal methods for efficacy and safety of U of T*

researchers are reminded that an overhead component is permitted by the sponsor and the full 10 percent of total direct costs must be included in the budget allocation. Specific details and the application format are in the current guidelines for applications. Deadline is August 15.

## DANON RUNYON-WALTER WINCHELL CAMERON RESEARCH FUND

*The fund encourages all theoretical and experimental research relevant to the study of cancer and the search for causes, mechanisms, therapies and prevention. Funds are offered under post-doctoral fellowships to candidates who are beginning their first full-time post-doctoral research. Non-US citizens may apply but may only do their research in the US. US citizens applying to work in foreign-based or US government laboratories may be awarded a fellowship if they are considered to be especially meritorious or if the program represents an unusual opportunity for post-doctoral training. Deadline is August 15.*

## SUGAR ASSOCIATION, INC. (US)

*Investigators are advised that the association will not offer support for 1995-96. It is expected that funding will be available for 1996-97.*

## WHITAKER FOUNDATION

*The foundation encourages and supports research and training in biomedical engineering, a relatively new field that combines the techniques of engineering and medicine to prevent, diagnose and treat disease. Applications are invited from biomedical investigators who are relatively early in their research careers and whose medical research projects substantially involve the innovative use of engineering techniques or principles. Initial application is by submission of a preliminary proposal and full applications will be invited. The signal University application and signature*

requirements apply. Deadline is August 1.

## HELEN HAY WHITNEY FOUNDATION

*The foundation supports early post-doctoral training fellowships in all the basic biomedical research. While candidates may be residents of the US, Canada or Mexico, holding an MD, PhD or equivalent degree, other restrictions on eligibility may apply. Deadline is August 15.*

## PHYSICAL SCIENCES & ENGINEERING

GOVERNMENT OF THE COMMONWEALTH OF AUSTRALIA  
*The Australia prize is an international award for an outstanding specific achievement in a selected area of science and technology promoting human welfare. The area selected for the 1996 prize is pharmaceutical design. The prize may be awarded to an individual or awarded jointly to up to four persons. Deadline for nominations is July 31.*

## UPCOMING DEADLINES

**JUNE 30**  
Alzheimer's Association (US) — pilot research grants  
Canada Council — Killam fellowships; Killam prizes (nominations)  
Canada Foundation for AIDS Research — research grants  
March of Dimes Birth Defects Foundation (US) — basic research grants (abstracts only)  
Shastry Indo-Canadian Institute — fellowships  
Smokes Tobacco Research Council — research grants  
SSHRC — MCRI stage 2 applications  
**JULY 1**  
Canadian Genome Analysis & Technology Program — stage 1 letter of intent  
Anna Fuller Fund — fellowships  
National Institutes of Health — cystic fibrosis research program (letter of intent)

Spinal Cord Research Foundation/Paralyzed Veterans of America — research proposals  
**JULY 3**  
American Speech-Language-Hearing Foundation — student research grants  
**JULY 14**  
American Speech-Language-Hearing Foundation — new investigator research grants  
**JULY 17**  
American Paralysis Association — research grants  
Deafness Research Foundation (US) — research grants  
SSHRC — aid to research and transfer journals  
**JULY 17**  
American Speech-Language-Hearing Foundation — research grants  
**JULY 20**  
Health Canada (NHRDP) — research projects (letter of intent)  
**JULY 21**  
Canadian Cystic Fibrosis Foundation — SPARX program (letter of intent)  
**JULY 31**  
Health Canada (NHRDP) — post-doctoral fellowships, national health research scholarships, national health scientists, visiting scientists  
SSHRC — integration of persons with disabilities  
**AUGUST 1**  
Epilepsy Foundation for Research — research grants  
Hereditary Disease Foundation — research grants  
Leukemia Society of America — short-term scientific exchange  
National Multiple Sclerosis Society (US) — research grants  
Thyroid Foundation of Canada — research grants  
Whitaker Foundation — research grants (letter of intent)

# PHD ORALS

Graduate faculty please call the PhD examinations office at 978-5258 for information regarding time and location for these listings.

## THURSDAY, JUNE 29

Joanne Jane Runions, Institute of Medical Science, "Depression as a Vulnerability Factor for Transient Myocardial Ischemia."  
Prof. B. Shaw.

## FRIDAY, JUNE 30

Myron Joseph Shloboda, Department of Philosophy, "Schemata as Monogrammata: Opening the Way Towards a Kantian Phenomenology of Meaning." Prof. M. Morrison.

## TUESDAY, JULY 4

Jacinte France Michaud, Department of Education, "Angel Makers or Trouble Makers? The Health Centres Movement in Quebec and the Conditions of Formation of a Feminist Counter-Hegemony in Health."  
Prof. A. Miles.

Andrew Chukwukere Okolie, Department of Sociology, "Oil Revenues, International Credits and Food Policies in Nigeria."  
Prof. H. Friedman.

## THURSDAY, JULY 6

Alice Jane Pitt, Department of Education, "Subjects in Tension:

Engaged Resistance in the Feminist Classroom."  
Prof. R. Simon.

## FRIDAY, JULY 7

Carmel Borg, Department of Education, "Hegemony as Educational Practice: Catholicism, Traditionalism and the Fate of the Progressive Historical Bloc in Malta — A Gramscian Analysis." Prof. J. Cummins.

Regine Moorcroft, Department of Linguistics, "Clause-Level Functional Categories in Germanic V2 Languages." Prof. E. Cowper.

## MONDAY, JULY 10

Abdolmehdi Riazi, Department of Education, "Socialization into Academic Writing in a Second Language: A Social-Cognitive Analysis of Text Production and Learning among Iranian Graduate Students of Education." Prof. A. Cumming.

Wancheng Zhao, Department of Chemical Engineering & Applied Chemistry, "High Schmidt Number Mass Transfer at Rough Surfaces in Pipe Flow." Prof. O. Trass.

## THURSDAY, JULY 13

Douglas Thomas Gardner, Department of Industrial Engineering, "New Approaches to Integrated Resource Planning for Electric Utilities: Dealing with Uncertainty and Combined Utility and Congeneration Planning." Prof. J. Rogers.

Jae Koul Kim, Department of Medical Biophysics, "Static Field Inhomogeneities in Magnetic Resonance Imaging." Prof. M. Henkelman.

Huimin Xu, Department of Botany, "Complete Nucleotide Sequence and Genomic Organization of Potato Aucuba Mosaic Virus and the Functions of Potexvirus Gene Products." Prof. M. AbouHaidar.

## MONDAY, JULY 17

Mary Eleanor Bissell, Faculty of Information Studies, "Women Workers in the Toronto Printing Trades, 1880-1900." Prof. P. Fleming.

## WEDNESDAY, JULY 19

Sangita Kathleen Jindal, Institute of Medical Science, "Interaction

and Endocrine Regulation of Transforming Growth Factor- $\alpha$  and - $\beta$  Mechanisms in an Ovarian Cell Model." Prof. J. Dorrington.

Ping Lin, Department of Zoology, "Adaptations to Temperature in Fish: Salmonids, Centrarchids and Percids." Prof. H. Regier.

## THURSDAY, JULY 20

Thore Alfred Otto Hettmann, Department of Immunology, "Regulation of Human T Cell Receptor Gamma Gene Transcription." Prof. A. Cohen.

## FRIDAY, JULY 21

Karen Lynn Backway, Department of Cellular & Molecular Pathology, "Studies on the Mechanisms for the Resistance of Hepatocyte Nodules to the Mitochondrial Effects of Orotic Acid." Prof. D. Sarna.

Steven Neil Urchuk, Department of Medical Biophysics, "Measurement of Intravascular Blood Pressure with Magnetic Resonance Imaging." Prof. D. Plewes.

# The Bulletin

invites readers to submit information regarding awards and honours as well as death notices of staff and faculty. Please include as much background information as possible.



Please send, deliver, fax or e-mail the information to:  
Joan Griffin  
21 King's College  
Circle; fax, 978-3958;  
e-mail,  
joang@dur.utoronto.ca



# COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees. The deadline for submissions is Monday, two weeks prior to publication.

## SEARCH

STEPS IN THE APPROVAL/EXECUTION OF CAPITAL PROJECTS AND ARCHITECT SELECTION

In consultation with the chair of Business Board Professor Michael Finlayson, vice-president (administration and human resources), has established a committee to review the steps in the approval and execution of capital projects and architect selection.

### Terms of reference

The terms of reference are as follows:

1. to examine the policies and practices under which capital projects are planned and developed;
2. to identify, for the various stages in the planning and execution of projects, the key points at which decisions that

- have institutional dimensions are made;
3. for the key points identified, to recommend the appropriate decision-making involvement of users, administrative officers, experts and others;
4. in particular, to consider the appropriateness of the University's holding a juried competition in connection with the selection of the architect for each new capital project;
5. to review the manner in which governance oversight of the various processes is exercised and to recommend ways in which the oversight can be exercised in an effective, appropriate and timely manner;
6. to recommend ways in which improvements to the physical acceptance of the campuses might be incorporated into policies and practices;
7. to recommend appropriate policies and procedures to implement its proposals;

8. to report back to the chair, Business Board, by Nov. 1.

### Membership

Alex Waugh, vice-principal and registrar, Woodsworth College (chair); Raymond Moynihan, architect; David Mirsh, Mirvish Productions; Professor Brigitte Shim, School of Architecture & Landscape Architecture; Professor Michael Finlayson, vice-president (administration and human resources); and Don Beaton, U of T real estate manager (secretary).

The committee invites members of the University community who wish to communicate with it to do so either orally or in writing or both. Written submissions should be made by August 15. Anyone wishing to appear before the committee should arrange to do so by contacting Don Beaton at 978-8443 or 978-2218.

## TASK FORCE

SCHOOL OF GRADUATE STUDIES TASK FORCE

A task force has been established to advise President Adel Sedra and Dean Jon Cohen of the School of Graduate Studies on a plan for reorganizing the School of Graduate Studies. Members are: Provost Adel Sedra (co-chair); Dean Jon Cohen, School of Graduate Studies (co-chair); Professors Barry Adams, Department of Civil Engineering; Donald Dewes, vice-dean, Faculty of Arts & Science; Roberta Frank, director, Centre for Medieval Studies; Richard Helmstadter, Department of History; Noah Meltz, principal, Woodsworth College; Martin Moskovits, chair, Department of Chemistry; Heather

Munroe-Blam, vice-president (research and international relations); Paul Sadowski, chair, Department of Molecular & Medical Genetics; and Paul Thompson, principal and dean, Scarborough College; and Marianne Khoury, administrative assistant, Department of Physics; Isaac Shoni, director of administration, School of Graduate Studies; Michol Hoffman, graduate student, Department of Spanish & Portuguese; Connie Soros-Pottruff, graduate student, Department of Botany; and Bernadette Loneragan, School of Graduate Studies (secretary).

The task force would be pleased to receive input from interested members of the University community. Written communications should be sent to Bernadette Loneragan at the School of Graduate Studies.

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# IF ONLY SEWELL KNEW

Many people have difficulty understanding the importance of research. Perhaps we should talk more about scholarship.

By JAMES ESTES

ACADEMIC TENURE IS A PERENNIAL favourite target of politicians, journalists and other pundits who have persuaded themselves that professors are under-worked, overpaid and spend too much time on research. To such critics, tenure is a scam to protect academics in their unwarranted and expensive leisure. The early election campaign promise (subsequently reconsidered) of the new provincial premier to abolish tenure if elected has produced a fresh series of attacks on tenure in the press and elsewhere.

In a letter to *The Globe and Mail* (Professorial Output, June 5), however, former Toronto mayor John Sewell argues that the critics of tenure have missed the point and that tenure would be perfectly acceptable if only professors were required to work 40 hours per week for 48 weeks or after 10 years of service, 46 weeks per year. Sewell suggests the following breakdown of a typical work week: 12 hours giving lectures or presiding over seminars; six hours for meeting with students; 10 hours of marking papers or doing "committee and university-affairs work" and 12 hours of class preparation "or research on a topic and to a schedule that's been agreed upon." Otherwise research is to be done only on professors' own time, outside the 40 hours of work expected each week, and only "for paying clients outside of the university."

What would happen if these recommendations were put into practice? First of all, contrary to Mr. Sewell's assumption, we professors would not have to work nearly as hard or as much as we do now. To be sure, the number of hours of classroom teaching that he prescribes is a bit high: in my department we're used to something like eight or nine rather than 12. On the other hand we would only be expected to spend one hour in preparation for every hour in the classroom, a phenomenal saving of time and effort. Similarly, having to spend only 10 hours per week marking papers and going to meetings would constitute another unprecedented reduction in our workloads. Finally, since no research of any consequence could be done in the allowable 12 hours per week, since there are no clients outside the university willing to pay for the kind of research that most of us do (at least in the social sciences and humanities) and since we could in any case collect our pay cheques in return for teaching alone, we wouldn't have to do any research at all if we didn't want to.

No more summers in hot, uncomfortable archives and libraries reading old books and manuscripts (and getting dust and mould up our noses), no more time trying to make sense of our research for the benefit of our students and colleagues. Instead we would just do our allotted teaching and then have four to six weeks of complete freedom from work, more than most of us have ever been able to permit ourselves up to now. In return for all this relief from hard work and stress, Mr. Sewell is willing that we should continue to have tenure and he doesn't even demand that our salaries be lowered!

So Mr. SEWELL HAS UNWITTINGLY PROPOSED THE SOFTEST deal that professors have ever had. But what would be the effect on the university and its students?

Since it simply is not possible to prepare a one-hour class in only one hour, we would have no choice but to stop taking our teaching seriously. I would certainly have to abandon such time-consuming activities as reading lots of books to determine their usefulness as teaching texts and translating documents from Latin and German into English so that my students can read them, never mind trying to digest the latest scholarship and incorporate it into my lectures. Indeed my lectures and seminars would have to be thrown together in such haste that I could at long last have no choice but to follow the advice of the senior colleague of long ago who observed that if you want to teach



"an excellent course," all you have to do is "select a field in which there are two textbooks and assign the poorer of the textbooks to the students." (Incidentally, he won every teaching award in sight.)

Moreover, since the average essay or examination takes anywhere from 20 minutes to an hour or more to mark and since a meeting that lasts only an hour is an unusually brief one, 10 hours per week wouldn't be nearly enough time for both activities. One would have to assign papers that don't take much marking (e.g., true-false exams instead of essays) and either skip a lot of meetings or show up without having done one's homework. And since we would only be obliged to put in a 40-hour week, we would have the perfect right to refuse to mark any papers or go to any meetings or do any kind of work for the university that couldn't be done within the 40-hour limit. The result, of course, would be chaos in the conduct of the university's business, the collapse of quality instruction for the students and the disappearance of research, which has always been a primary concern of the best universities.



NO MORE SUMMERS IN HOT,  
UNCOMFORTABLE ARCHIVES  
GETTING DUST AND MOULD  
UP OUR NOSES

THIS BRINGS US AT LAST TO THE REAL CRUX OF THE MATTER. Mr. Sewell's recommendations are more than just a shocking display of his ignorance of what would happen if professors couldn't be expected to put in considerably more than 40 hours a week. The essential point is his hostility to research.

As he and many others see it, research is something that professors do for their own amusement instead of doing their

proper job, which is teaching students. In this view a scholar in Rome reading priceless manuscripts in the Vatican Archives is on holiday and doing nothing of sufficient importance to be reckoned as part of his or her routine obligation to the university. And, the thinking goes, professors should not have summers off from teaching for this sort of thing, nor should they be allowed to devote any portion of their regular work time to it except by special agreement concerning topic and time limits. Enough of this wasteful and time-consuming pursuit of personal and probably "irrelevant" intellectual interests instead of teaching all the time!

This question of the relationship between teaching and research is an exceptionally difficult one. It arouses scepticism in most laypeople, including undergraduate students, and is answered in a variety of ways by academics themselves, depending on their particular field and assigned

role in the academy. I can only try to explain why the assumption of a dichotomy between teaching and research seems false and dangerous to someone in the humanities and social sciences.

The issue would be clearer, I think, if we were to talk less about *research* and more about *scholarship*, of which research is a part. Scholarship is the attempt of qualified professionals to come to terms with the results of research (their own, that of others or both), to grasp the significance of that research for their discipline and to communicate to others the knowledge they have acquired as a result. They communicate this knowledge to colleagues in monographs, articles and papers read before learned societies or to students via classroom teaching or the writing of textbooks. In other words scholarship is by definition a form of teaching based on research.

It is quite possible to teach an excellent university course on the basis of someone else's research, though in order to do so, one needs to have the kind of critical judgement that only experience as a research scholar can provide. It is absolutely impossible, however, to teach such a course if no one else has done the necessary research and written it up. My most popular undergraduate course (on the Thirty Years War) deals with a topic and a period in which I have no standing whatever as a research scholar. But I have such standing in a closely related field (the German Reformation) and there is a substantial body of research literature by university professors on the basis of which I have been able to offer a course that is academically respectable. That is scholarship, which is to say it is research and teaching in their proper relationship to one another.

Mr. Sewell and many other well-meaning but poorly informed pontificators on the running of universities have figured out that it is professors and others with teaching appointments who teach the students. What they apparently haven't figured out is that it is also professors, the ones who do research and write it up, who teach the teachers. Lectures and seminars don't come out of nowhere, they are based on books and articles. Books and articles don't write themselves; they are written by people who have acquired knowledge that is worth passing on to others. And knowledge doesn't invent itself; it has to be found by researchers, most of whom are employed by universities and hold the rank of professor.

Without research there is no scholarship, and without scholarship there is no teaching worth anyone's effort or expense. Those who rightly want universities to be centres of excellent teaching should think about this and draw the appropriate conclusion.

James Estes is a professor in the Department of History and at Victoria College. In 1995-96 he will be on research leave, wasting six months of it as a visiting fellow at All Souls College, Oxford.